



April 27, 2015

The Honorable Rick Jones, Chairman
Senate Judiciary Committee
P.O. Box 30036
Lansing, Michigan 48909 -7536

RE: SB 0004--Religious Freedom Restoration Act (RFRA)

Dear Chairman Jones:

As a global company, Steelcase is committed to having a workforce that reflects the composition of various peoples of the communities where we live and work. We believe in promoting environments where we break down barriers by understanding and respecting one another. We are resolute in supporting equality, diversity and inclusion everywhere we have a presence, and we do not tolerate discrimination. One of our key corporate values is "to treat all people with dignity and respect". As such, we are firmly opposed to SB 0004, the Michigan Religious Freedom Restoration Act (RFRA), as it is currently written. Legislation that gives business owners license to refuse service to people because of their sexual orientation, gender identity or expression is - quite simply - unacceptable.

In addition, we are concerned about the proposed RFRA's potential impact on Michigan's image as a state where everyone is welcome to live and work. Passing RFRA could hinder the ability of all Michigan businesses to recruit and retain a talented workforce. The direct immediate negative economic impact of such legislation was made clear recently in Indiana.

As you and members of the Judiciary committee consider SB 0004, we call on you to ensure that neither the RFRA nor any other Michigan law may be used to justify discrimination based upon sexual orientation, gender identity or expression.

We appreciate your consideration in this matter.

Sincerely,

A handwritten signature in cursive script, reading "Lizbeth O'Shaughnessy".

Lizbeth O'Shaughnessy
Senior Vice President, Chief Administrative Officer
General Counsel and Secretary

cc: Governor Rick Snyder
Senator Steve Bieda
Senator Patrick Colbeck
Senator Tory Rocca
Senator Tonya Schuitmaker